Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		226 218	255 671	235 403	294 886	287 732	259 671	343 625	365 963	391 428
Pension and UIF Contributions		21 149	24 180	24 221	27 769	28 011	23 805	32 029	34 292	36 838
Medical Aid Contributions		7 394	7 885	9 282	7 637	8 246	8 246	10 851	11 548	12 329
Motor Vehicle Allowance		54 616	61 840	65 824	66 802	69 865	58 561	80 471	86 236	92 703
Cellphone Allowance		10 574	15 975	16 017	17 225	19 028	16 669	24 504	26 210	28 094
Housing Allowances		1 064	763	1 108	1 343	1 343	1 343	1 034	1 104	1 182
Other benefits and allowances		7 476	6 932	8 017	11 194	9 529	8 651	9 263	9 921	10 628
Sub Total - Councillors		311 265	355 054	340 191	408 984	405 651	358 843	482 182	514 720	551 368
% increase	4		14.1%	(4.2%)	20.2%	(0.8%)	(11.5%)	34.4%	6.7%	7.1%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		93 089	104 222	108 768	135 552	135 793	117 285	147 479	144 750	154 725
Pension and UIF Contributions		14 006	15 271	15 457	17 015	16 472	16 472	33 397	34 839	37 001
Medical Aid Contributions		1 780	2 203	1 407	1 464	1 376	1 376	2 465	2 046	2 183
Overtime				84	17 441			160		
Performance Bonus		1 946	1 440	2 903	5 526	6 023	6 023	6 744	6 821	7 255
Motor Vehicle Allowance		11 419	9 850	8 844	12 699	11 944	9 938	16 063	16 935	18 181
Cellphone Allowance		2 070	2 092	1 868	669	866	611	1 961	1 213	1 296
Housing Allowances		473	1 331	2 130	567	541	541	1 754	1 864	1 976
Other benefits and allowances		2 858	2 732	3 886	2 543	1 864	1 461	3 053	3 264	3 413
Payments in lieu of leave		259	407	521	2 838	3 042	3 042	200	66	70
Long service awards		43	1 096	29		35	35	9	10	11
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		118 973	129 510	135 446	185 177	166 819	145 647	187 545	186 588	199 377
% increase	4		8.9%	4.6%	36.7%	(9.9%)	(12.7%)	28.8%	(0.5%)	6.9%
Other Municipal Staff										
Basic Salaries and Wages		3 819 312	3 877 755	4 229 588	5 395 238	5 457 960	4 953 508	6 354 404	6 800 405	7 325 605
Pension and UIF Contributions		775 329	820 014	813 762	1 100 419	1 089 200	979 676	1 424 629	1 491 268	1 592 560
Medical Aid Contributions		389 711	447 368	556 916	549 517	548 588	500 499	576 083	614 864	655 790
Overtime		322 785	419 528	450 758	443 145	471 759	436 440	540 805	574 348	593 056
Performance Bonus		92 023	112 692	110 321	125 625	123 405	84 169	134 295	146 690	155 856
Motor Vehicle Allowance		223 583	277 097	304 677	357 050	362 800	326 373	443 929	443 833	472 663
Cellphone Allowance		8 854	11 902	26 368	32 675	33 059	29 568	33 726	45 154	48 195
Housing Allowances		33 711	26 342	28 531	48 645	50 017	47 306	65 909	72 047	76 669
Other benefits and allowances		287 320	306 905	292 732	410 732	409 362	354 933	551 626	585 289	649 584
Payments in lieu of leave		114 065	124 573	109 101	113 985	110 742	103 151	124 098	132 157	140 296
Long service awards		58 365	65 764	55 640	50 843	51 594	50 754	46 462	79 072	84 493
Post-retirement benefit obligations		64 276	144 602	97 887	89 918	107 802	108 319	117 429	127 289	135 808
Sub Total - Other Municipal Staff		5 505 514	5 833 775	6 258 734	7 795 239	7 891 014	7 049 420	9 444 009	10 094 329	10 846 951
% increase	4		6.0%	7.3%	24.5%	1.2%	(10.7%)	34.0%	6.9%	7.5%
Total Parent Municipality		5 935 752	6 318 339	6 734 150	8 388 731	8 462 816	7 553 242	10 113 023	10 794 877	11 596 884
% increase	4		6.4%	6.6%	24.6%	0.9%	(10.7%)	33.9%	6.7%	7.4%
Board Members of Entities										
Basic Salaries and Wages		1 026	1 016	1 126	1 189	1 409	1 409	1 596	1 676	1 760
Pension and UIF Contributions		271 425	371 761	379 485	461 902	466 601	466 601	466 589	513 419	549 281
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		1 141	1 097	1 224	1 422	1 714	1 714	1 888	1 983	2 082
% increase	4		(3.8%)	11.6%	16.1%	20.6%		10.1%	5.0%	5.0%
Senior Managers of Entities										
Basic Salaries and Wages		1 007	1 084	1 222	1 340	1 340	1 340	1 457	1 558	1 665
Pension and UIF Contributions										
Medical Aid Contributions		9	10	13	14	14	14	15	17	18
Overtime										
Performance Bonus		5	6	6	6	6	6	6	7	8
Motor Vehicle Allowance		18	18	18	18	18	18	19	21	22
Cellphone Allowance		4	4	4	4	4	4	4	4	5
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		1 042	1 122	1 263	1 382	1 382	1 382	1 501	1 606	1 718
% increase	4		7.7%	12.5%	9.4%			8.6%	7.0%	7.0%
Other Staff of Entities										
Basic Salaries and Wages		3 742	4 282	5 775	7 156	7 241	7 241	7 772	9 477	10 143
Pension and UIF Contributions		275	298	344	445	451	451	510	547	587
Medical Aid Contributions		413	550	629	908	935	935	961	1 036	1 117
Overtime		345	375	286	497	507	507	637	693	754
Performance Bonus		35	30	22	25	25	25	27	29	32
Motor Vehicle Allowance		41	54	54	72	72	72	69	76	82
Cellphone Allowance		8	11	11	14	14	14	12	13	14
Housing Allowances		90	90	90	108	110	110	108	114	121
Other benefits and allowances		180	215	227	250	250	250	288	314	342
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		5 128	5 905	7 438	9 474	9 604	9 604	10 384	12 299	13 193
% increase	4		15.1%	26.0%	27.4%	1.4%		8.1%	18.4%	7.3%
Total Municipal Entities		7 311	8 124	9 925	12 278	12 701	12 701	13 774	15 888	16 993
TOTAL SALARY, ALLOWANCES & BENEFITS		5 611 732	5 967 512	6 343 816	7 973 836	8 032 275	7 096 549	9 657 402	10 308 146	11 081 101
% increase	4		6.3%	6.3%	25.7%	0.7%	(11.6%)	36.1%	6.7%	7.5%
TOTAL MANAGERS AND STAFF	5	5 314 876	5 627 653	6 019 974	7 583 774	7 645 253	6 757 697	9 195 084	9 814 505	10 552 102

Free State: Matjhabeng(FS184) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 933	13 783	10 036	12 438	12 438	12 438	13 309	14 267	15 294
Pension and UIF Contributions		1 355	1 255	1 464	3 266	3 266	3 266	2 327	2 495	2 674
Medical Aid Contributions		808	748	873	934	934	934	570	611	655
Motor Vehicle Allowance		2 671	2 473	2 884	2 109	2 109	2 109	2 261	2 424	2 598
Cellphone Allowance		2	2	3	3	3	3	1 523	1 633	1 751
Housing Allowances										
Other benefits and allowances		6 934	6 421	7 489	8 013	8 013	8 013	8 561	9 177	9 838
Sub Total - Councillors		22 703	24 682	22 748	26 763	26 763	26 763	28 552	30 607	32 811
% increase	4		8.7%	(7.8%)	17.6%			6.7%	7.2%	7.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 346	6 456	6 972	7 460	7 460	7 460	7 953	8 446	8 944
Pension and UIF Contributions		405	437	472	505	505	505	539	572	606
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		550	336	363	388	388	388	414	440	465
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 302	7 229	7 807	8 354	8 354	8 354	8 905	9 457	10 015
% increase	4		14.7%	8.0%	7.0%			6.6%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages					318 532	353 532	353 532	378 279	401 733	425 435
Pension and UIF Contributions					47 935	47 935	47 935	51 291	54 471	57 684
Medical Aid Contributions					32 626	32 626	32 626	34 910	37 074	39 262
Overtime					49 354	49 354	49 354	27 808	29 532	31 275
Performance Bonus										
Motor Vehicle Allowance					30 950	30 950	30 950	33 117	35 170	37 245
Cellphone Allowance					1 584	1 584	1 584	266	282	299
Housing Allowances					2 651	2 651	2 651	2 837	3 013	3 190
Other benefits and allowances					56 006	56 006	56 006	59 927	63 642	67 397
Payments in lieu of leave					21 002	21 002	21 002	22 472	23 865	25 273
Long service awards					268	268	268	287	305	323
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					560 909	595 909	595 909	611 193	649 087	687 383
% increase	4					6.2%		2.6%	6.2%	5.9%
Total Parent Municipality		29 005	31 911	30 556	596 026	631 026	631 026	648 650	689 152	730 210
% increase	4		10.0%	(4.2%)	1850.6%	5.9%		2.8%	6.2%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		29 005	31 911	30 556	596 026	631 026	631 026	648 650	689 152	730 210
% increase	4		10.0%	(4.2%)	1850.6%	5.9%		2.8%	6.2%	6.0%
TOTAL MANAGERS AND STAFF	5	6 302	7 229	7 807	569 263	604 263	604 263	620 099	658 545	697 399

Gauteng: Emfuleni(GT421) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		16 774	26 859	28 551	29 424	29 424		30 284	33 615	37 313
Pension and UIF Contributions		2 378	3 794	4 026	4 206	4 206		4 747	5 269	5 848
Medical Aid Contributions										
Motor Vehicle Allowance		6 347	10 001	10 647	11 304	11 304		11 554	12 825	14 236
Cellphone Allowance		1 163	2 081	1 578	2 359	2 359		2 248	2 495	2 769
Housing Allowances										
Other benefits and allowances				528	878	878				
Sub Total - Councillors		26 661	42 736	45 331	48 171	48 171		48 832	54 204	60 166
% increase	4		60.3%	6.1%	6.3%		(100.0%)		11.0%	11.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		12 313	13 545	13 856	18 508	18 508		17 502	18 692	19 963
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		63	70	71						
Motor Vehicle Allowance					2 006	2 006		1 706	1 822	1 946
Cellphone Allowance					255	255		222	237	253
Housing Allowances										
Other benefits and allowances		1 765	1 942	1 986	403	403		354	379	404
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		14 142	15 556	15 914	21 172	21 172		19 784	21 129	22 566
% increase	4		10.0%	2.3%	33.0%		(100.0%)		6.8%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		433 660	470 188	499 491	580 864	523 776		626 656	668 125	709 350
Pension and UIF Contributions		90 756	96 129	100 091	109 941	109 882		125 292	134 312	143 445
Medical Aid Contributions		40 414	44 741	40 216	42 294	50 090		53 723	57 459	61 367
Overtime		46 016	55 333	42 609	29 971	35 470		27 728	18 200	21 202
Performance Bonus		33 236	36 839	38 404	40 325	40 325		47 126	50 519	53 954
Motor Vehicle Allowance		35 583	36 703	36 902	37 300	37 300		44 342	47 357	50 578
Cellphone Allowance		3 231	3 482	3 646	3 501	3 501		4 101	4 380	4 677
Housing Allowances		2 399	2 272	2 521	2 711	2 711		4 419	4 719	5 040
Other benefits and allowances		36 525	48 055	45 394	69 429	54 429		67 312	76 561	85 461
Payments in lieu of leave		6 995	11 880	11 582	8 059	8 059		6 765	6 774	7 119
Long service awards		11 366	1 613	3 740	840	840		1 500	1 560	1 622
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		740 181	807 232	824 597	925 235	866 384		1 008 963	1 069 965	1 143 815
% increase	4		9.1%	2.2%	12.2%	(6.4%)	(100.0%)		6.0%	6.9%
Total Parent Municipality		780 984	865 524	885 842	994 578	935 726		1 077 580	1 145 298	1 226 548
% increase	4		10.8%	2.3%	12.3%	(5.9%)	(100.0%)		6.3%	7.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		780 984	865 524	885 842	994 578	935 726		1 077 580	1 145 298	1 226 548
% increase	4		10.8%	2.3%	12.3%	(5.9%)	(100.0%)		6.3%	7.1%
TOTAL MANAGERS AND STAFF	5	754 323	822 788	840 511	946 407	887 556		1 028 747	1 091 094	1 166 382

Gauteng: Mogale City(GT481) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 462	14 313	15 476	18 837	15 589	15 589	16 681	17 515	19 266
Pension and UIF Contributions		1 678	2 127	2 229	2 756	2 338	2 338	2 502	2 627	2 890
Medical Aid Contributions		569	569	528	928	968	968	1 035	1 087	1 196
Motor Vehicle Allowance		4 374	5 406	5 371	7 161	6 299	6 299	6 739	7 076	7 784
Cellphone Allowance		936	1 660	1 650	1 543	1 688	1 688	1 806	1 897	2 086
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		19 019	24 074	25 254	31 225	26 882	26 882	28 764	30 202	33 222
% increase	4		26.6%	4.9%	23.6%	(13.9%)		7.0%	5.0%	10.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 843	10 420	10 739	11 758	10 281	10 281	12 188	129	1
Pension and UIF Contributions		565	600	484	523	517	517	550	6	0
Medical Aid Contributions		118	129	159	178	165	165	192	203	215
Overtime										
Performance Bonus		764	617	1 318	2 144	2 648	2 648	2 833	2 975	3 124
Motor Vehicle Allowance		1 433	1 443	1 145	1 145	1 145	1 145	1 145	1 211	1 282
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		11 724	13 209	13 844	15 748	14 756	14 756	16 909	4 524	4 622
% increase	4		12.7%	4.8%	13.8%	(6.3%)		14.6%	(73.2%)	2.2%
Other Municipal Staff										
Basic Salaries and Wages		275 011	299 996	328 823	354 113	360 528	360 528	417 387	432 119	452 986
Pension and UIF Contributions		53 535	57 021	61 939	65 966	66 635	66 635	70 513	74 610	78 347
Medical Aid Contributions		17 448	19 481	22 506	23 671	24 010	24 010	26 693	28 026	29 426
Overtime		19 087	26 951	30 420	23 892	28 504	28 504	30 000	31 500	33 075
Performance Bonus		21 884	24 877	26 854	30 770	27 738	27 738	29 680	31 164	32 722
Motor Vehicle Allowance		32 140	35 279	37 833	38 118	41 352	41 352	44 327	46 534	48 851
Cellphone Allowance										
Housing Allowances		3 529	3 782	4 782	9 442	5 832	5 832	6 240	6 552	6 880
Other benefits and allowances										
Payments in lieu of leave		7 359	4 806	9 251	7 390	6 952	6 952	7 156	7 514	7 889
Long service awards		112	209	293	306	1 011	1 011	1 081	1 135	1 192
Post-retirement benefit obligations					6 888	5 381	5 381	5 757	6 045	6 348
Sub Total - Other Municipal Staff		430 104	472 403	522 701	560 556	567 943	567 943	638 834	665 200	697 716
% increase	4		9.8%	10.6%	7.2%	1.3%		12.5%	4.1%	4.9%
Total Parent Municipality		460 847	509 686	561 800	607 530	609 581	609 581	684 507	699 926	735 560
% increase	4		10.6%	10.2%	8.1%	0.3%		12.3%	2.3%	5.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		460 847	509 686	561 800	607 530	609 581	609 581	684 507	699 926	735 560
% increase	4		10.6%	10.2%	8.1%	0.3%		12.3%	2.3%	5.1%
TOTAL MANAGERS AND STAFF	5	441 828	485 612	536 545	576 304	582 699	582 699	655 743	669 724	702 338

Kwazulu-Natal: Msunduzi(KZN225) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		24 099	27 114	22 127	29 523	29 523	29 523	28 637	30 355	32 176
Pension and UIF Contributions		2 597	2 782	3 203	3 496	3 496	3 496	3 614	3 831	4 061
Medical Aid Contributions		325	349	1 803	1 296	1 296	1 296	1 416	1 501	1 591
Motor Vehicle Allowance		5 338	5 718	5 821	6 333	6 333	6 333	7 292	7 729	8 193
Cellphone Allowance		947	1 015	1 588	1 565	1 565	1 565	2 034	2 156	2 285
Housing Allowances		115	123	115	137	137	137	41	43	46
Other benefits and allowances										
Sub Total - Councillors		33 422	37 100	34 657	42 350	42 350	42 350	43 033	45 615	48 352
% increase	4		11.0%	(6.6%)	22.2%			1.6%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 310	5 041	5 442	6 744	6 744	6 744	6 102	6 468	6 856
Pension and UIF Contributions		368	639	798	870	870	870	511	542	574
Medical Aid Contributions					20	20	20	60	64	68
Overtime										
Performance Bonus			280	604	360	360	360	382	404	429
Motor Vehicle Allowance		518	697	962	756	756	756	818	867	919
Cellphone Allowance		72			90	90	90	100	106	113
Housing Allowances			37	98	64	64	64	142	150	159
Other benefits and allowances		123	108	133				509	540	572
Payments in lieu of leave										
Long service awards									0	
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 392	6 803	8 038	8 904	8 904	8 904	8 624	9 142	9 690
% increase	4		26.2%	18.2%	10.8%			(3.1%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		486 237	489 887	555 632	723 011	723 011	723 011	698 784	737 111	841 338
Pension and UIF Contributions		32 720	9 379	10 767	16 945	16 945	16 945	134 410	142 475	151 023
Medical Aid Contributions		91 114	143 280	154 656	110 158	110 158	110 158	46 584	49 379	52 342
Overtime		19 375	30 263	38 098	32 271	32 271	32 271	51 413	54 498	57 768
Performance Bonus										
Motor Vehicle Allowance		14 009	36 189	40 026	52 435	52 435	52 435	14 308	15 167	16 077
Cellphone Allowance								2 843	3 014	3 195
Housing Allowances		3 972	2 972	3 026	9 351	9 351	9 351	4 323	4 583	4 858
Other benefits and allowances		14 747						49 944	52 940	56 117
Payments in lieu of leave										
Long service awards		16 770	22 763	22 289	3 461	3 461	3 461	18 100	19 186	20 338
Post-retirement benefit obligations			79 570	50 089						
Sub Total - Other Municipal Staff		678 945	814 304	874 582	947 631	947 631	947 631	1 020 710	1 078 353	1 203 054
% increase	4		19.9%	7.4%	8.4%			7.7%	5.6%	11.6%
Total Parent Municipality		717 758	858 207	917 278	998 886	998 886	998 886	1 072 368	1 133 110	1 261 096
% increase	4		19.6%	6.9%	8.9%			7.4%	5.7%	11.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages		257	285	308	409	409	409	442	482	525
Pension and UIF Contributions										
Medical Aid Contributions		9	10	13	14	14	14	15	17	18
Overtime										
Performance Bonus		5	6	6	6	6	6	6	7	8
Motor Vehicle Allowance		18	18	18	18	18	18	19	21	22
Cellphone Allowance		4	4	4	4	4	4	4	4	5
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		292	323	348	451	451	451	486	530	578
% increase	4		10.5%	7.8%	29.4%			7.8%	9.1%	9.0%
Other Staff of Entities										
Basic Salaries and Wages		1 535	1 915	2 203	2 749	2 749	2 749	2 969	3 236	3 527
Pension and UIF Contributions		117	140	158	194	194	194	209	228	248
Medical Aid Contributions		288	359	426	533	533	533	586	639	696
Overtime		345	375	286	457	457	457	597	650	709
Performance Bonus		35	30	22	25	25	25	27	29	32
Motor Vehicle Allowance		41	54	54	72	72	72	69	76	82
Cellphone Allowance		8	11	11	14	14	14	12	13	14
Housing Allowances										
Other benefits and allowances		180	215	227	250	250	250	288	314	342
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		2 548	3 099	3 387	4 293	4 293	4 293	4 757	5 185	5 651
% increase	4		21.6%	9.3%	26.8%			10.8%	9.0%	9.0%
Total Municipal Entities		2 840	3 422	3 735	4 744	4 744	4 744	5 243	5 715	6 229
TOTAL SALARY, ALLOWANCES & BENEFITS		720 598	861 629	921 013	1 003 630	1 003 630	1 003 630	1 077 610	1 138 825	1 267 326
% increase	4		19.6%	6.9%	9.0%			7.4%	5.7%	11.3%
TOTAL MANAGERS AND STAFF	5	687 177	824 529	886 356	961 280	961 280	961 280	1 034 577	1 093 210	1 218 974

Kwazulu-Natal: Newcastle(KZN252) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 447	13 007	13 350	11 661	11 892	11 892	12 955	13 476	14 284
Pension and UIF Contributions		1 085	1 176	1 231	1 590	1 590	1 590	1 700	1 812	1 933
Medical Aid Contributions		112	181	127	265	265	265	283	302	322
Motor Vehicle Allowance		3 956	3 186	4 487	4 452	4 452	4 452	4 759	5 073	5 412
Cellphone Allowance										
Housing Allowances		624	640	708	572	572	572	612	652	696
Other benefits and allowances										
Sub Total - Councillors				222	668	668	668	714	761	812
% increase	4				201.0%			6.9%	6.6%	6.7%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions		6 440	7 468	8 175	8 299	8 299	8 299	23 792	25 219	26 732
Medical Aid Contributions		715	623	237				547		
Overtime				84				160		
Performance Bonus										
Motor Vehicle Allowance			251					249		
Cellphone Allowance		1 774	1 725	1 489				825		
Housing Allowances										
Other benefits and allowances				56				30		
Payments in lieu of leave				410	2 838	2 838	2 838	137		
Long service awards		43	1 066							
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions		153 729	190 689	181 344	263 133	267 528	267 528	283 743	273 731	293 870
Medical Aid Contributions		1 505	1 966	64 638	44 233	44 233	44 233	51 570	50 625	54 002
Overtime		12 522	13 045	15 416	19 377	19 377	19 377	18 714	22 114	23 589
Performance Bonus			35 586	24 277	32 116	32 116	32 116	35 605	41 419	44 181
Motor Vehicle Allowance								27 223		
Cellphone Allowance			2 341	17 044	19 745	19 745	19 745	12 496	22 501	24 001
Housing Allowances					63	63	63	11	72	77
Other benefits and allowances		7 101	16 765	10 535	9 062	9 062	9 062	8 910	10 361	11 052
Payments in lieu of leave		59 120	57 818	28 192	16 508	16 508	16 508	12 610	14 051	14 988
Long service awards		11 137	24 042	6 458	26 704	26 704	26 704		30 508	32 543
Post-retirement benefit obligations			102	908	381	381	381		435	464
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions		271 310	371 679	379 387	461 669	466 296	466 296	466 296	513 112	548 958
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Kwazulu-Natal: uMhlathuze(KZN282) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 895	13 450	14 349	15 409	15 409	15 409	16 488	17 477	18 613
Pension and UIF Contributions		1 636	2 019	2 144	2 311	2 311	2 311	2 474	2 622	2 792
Medical Aid Contributions		650	830	919	1 112	1 112	1 112	1 190	1 262	1 344
Motor Vehicle Allowance		2 922	3 642	3 752	3 987	3 987	3 987	4 266	4 522	4 816
Cellphone Allowance		831	1 251	1 458	1 420	1 665	1 665	1 518	1 609	1 713
Housing Allowances					244	244	244	262	277	295
Other benefits and allowances		215	216		245			235	249	265
Sub Total - Councillors		17 148	21 408	22 622	24 729	24 729	24 729	26 432	28 018	29 839
% increase	4		24.8%	5.7%	9.3%			6.9%	6.0%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 740	4 893	4 652	8 842	8 643	8 643	9 333	9 847	10 487
Pension and UIF Contributions		467	457	478	720	603	603	695	679	723
Medical Aid Contributions		120	112	54	105	145	145	155	164	175
Overtime										
Performance Bonus		485	472	252	1 558	1 551	1 551	1 679	1 759	1 874
Motor Vehicle Allowance		1 476	1 466	711	1 145	1 068	1 068	1 132	1 168	1 244
Cellphone Allowance		120	113	108	187	183	183	196	208	221
Housing Allowances										
Other benefits and allowances		228	278	1 005	331	629	629	691	792	843
Payments in lieu of leave		259	333	31		143	143			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 895	8 127	7 290	12 889	12 964	12 964	13 880	14 618	15 568
% increase	4		2.9%	(10.3%)	76.8%	0.6%		7.1%	5.3%	6.5%
Other Municipal Staff										
Basic Salaries and Wages		254 304	285 768	314 130	353 948	372 507	372 507	391 517	424 171	466 094
Pension and UIF Contributions		47 677	51 167	55 981	72 208	63 067	63 067	90 324	95 812	102 051
Medical Aid Contributions		22 103	24 794	27 489	31 524	30 325	30 325	36 250	38 428	40 929
Overtime		26 267	31 206	35 964	35 907	38 524	38 524	35 899	44 216	47 091
Performance Bonus									0	0
Motor Vehicle Allowance		26 511	30 418	32 160	36 210	37 938	37 938	40 359	42 815	45 600
Cellphone Allowance		1 087	1 297	2 026	3 388	2 642	2 642	3 511	3 695	3 939
Housing Allowances		3 672	3 270	3 565	3 939	4 387	4 387	4 204	4 463	4 757
Other benefits and allowances		32 322	35 204	37 250	41 644	41 800	41 800	34 618	36 045	38 390
Payments in lieu of leave		12 280	6 388	13 670	20 390	21 565	21 565	21 824	23 138	24 645
Long service awards										
Post-retirement benefit obligations		3 009	3 351	3 632	3 771	4 182	4 182	4 483	4 752	5 061
Sub Total - Other Municipal Staff		429 231	472 864	525 867	602 931	616 936	616 936	662 988	717 534	778 557
% increase	4		10.2%	11.2%	14.7%	2.3%		7.5%	8.2%	8.5%
Total Parent Municipality		454 274	502 399	555 779	640 548	654 629	654 629	703 300	760 169	823 964
% increase	4		10.6%	10.6%	15.3%	2.2%		7.4%	8.1%	8.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		454 274	502 399	555 779	640 548	654 629	654 629	703 300	760 169	823 964
% increase	4		10.6%	10.6%	15.3%	2.2%		7.4%	8.1%	8.4%
TOTAL MANAGERS AND STAFF	5	437 126	480 990	533 157	615 819	629 901	629 901	676 869	732 151	794 125

Limpopo: Polokwane(LIM354) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 057	14 408	17 441	14 959	14 959	14 959	20 716	21 959	23 277
Pension and UIF Contributions		1 969	1 802	1 910	2 244	2 244	2 244	3 073	3 258	3 453
Medical Aid Contributions		1 261	1 181	1 252	444	444	444	638	676	717
Motor Vehicle Allowance		3 264	3 551	3 764	5 882	5 882	5 882	8 413	8 918	9 453
Cellphone Allowance		883	980	1 039	1 607	1 607	1 607	2 111	2 238	2 372
Housing Allowances										
Other benefits and allowances					274	274	274	375	397	421
Sub Total - Councillors		20 435	21 922	25 406	25 410	25 410	25 410	35 326	37 446	39 693
% increase	4		7.3%	15.9%				39.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 969	5 563	5 897	8 114	8 114	8 114	10 460	11 088	11 864
Pension and UIF Contributions		862	775	822	1 057	1 057	1 057	743	787	842
Medical Aid Contributions		126	147	156	189	189	189	174	185	198
Overtime					17 441					
Performance Bonus										
Motor Vehicle Allowance		1 175	1 034	1 096	1 260	1 260	1 260	780	827	885
Cellphone Allowance										
Housing Allowances		11								
Other benefits and allowances					390	390	390	271	287	307
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 142	7 519	7 970	28 451	11 011	11 011	12 428	13 173	14 095
% increase	4		5.3%	6.0%	257.0%	(61.3%)		12.9%	6.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		223 244	258 376	297 989	343 104	360 037	360 037	412 618	437 375	467 991
Pension and UIF Contributions		45 377	50 045	53 048	75 765	75 765	75 765	82 341	87 282	93 392
Medical Aid Contributions		16 994	18 581	19 696	16 018	16 018	16 018	23 345	24 746	26 478
Overtime		34 238	38 580	40 894	31 582	31 582	31 582	29 561	31 334	33 528
Performance Bonus										
Motor Vehicle Allowance		28 681	31 732	33 636	34 104	34 104	34 104	38 588	40 904	43 767
Cellphone Allowance										
Housing Allowances		3 810	2 503	2 653	3 794	3 794	3 794	6 286	6 663	7 129
Other benefits and allowances		26 606	28 650	30 369	31 553	31 533	31 533	38 898	41 232	44 118
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		378 950	428 467	478 285	535 921	552 834	552 834	631 637	669 535	716 402
% increase	4		13.1%	11.6%	12.1%	3.2%		14.3%	6.0%	7.0%
Total Parent Municipality		406 527	457 908	511 661	589 782	589 254	589 254	679 391	720 154	770 190
% increase	4		12.6%	11.7%	15.3%	(0.1%)		15.3%	6.0%	6.9%
Board Members of Entities										
Basic Salaries and Wages		1 026	1 016	1 126	1 189	1 409	1 409	1 596	1 676	1 760
Pension and UIF Contributions		115	81	98	232	305	305	292	307	322
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		1 141	1 097	1 224	1 422	1 714	1 714	1 888	1 983	2 082
% increase	4		(3.8%)	11.6%	16.1%	20.6%		10.1%	5.0%	5.0%
Senior Managers of Entities										
Basic Salaries and Wages		750	799	914	931	931	931	1 015	1 076	1 140
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		750	799	914	931	931	931	1 015	1 076	1 140
% increase	4		6.6%	14.4%	1.9%			9.0%	6.0%	6.0%
Other Staff of Entities										
Basic Salaries and Wages		2 207	2 367	3 572	4 407	4 493	4 493	4 804	6 242	6 616
Pension and UIF Contributions		158	158	186	251	257	257	301	319	338
Medical Aid Contributions		126	191	203	375	402	402	375	397	421
Overtime					40	50	50	40	42	45
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances		90	90	90	108	110	110	108	114	121
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		2 580	2 806	4 051	5 181	5 311	5 311	5 627	7 115	7 542
% increase	4		8.7%	44.4%	27.9%	2.5%		6.0%	26.4%	6.0%
Total Municipal Entities		4 471	4 702	6 190	7 534	7 957	7 957	8 531	10 173	10 764
TOTAL SALARY, ALLOWANCES & BENEFITS		410 998	462 611	517 851	597 315	597 211	597 211	687 921	730 327	780 954
% increase	4		12.6%	11.9%	15.3%			15.2%	6.2%	6.9%
TOTAL MANAGERS AND STAFF	5	389 422	439 591	491 221	570 484	570 087	570 087	650 707	690 899	739 180

Mpumalanga: Govan Mbeki(MP307) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		15 550	16 293	17 352	19 675	19 675	21 038	21 038	22 301	23 639
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		15 550	16 293	17 352	19 675	19 675	21 038	21 038	22 301	23 639
% increase	4		4.8%	6.5%	13.4%		6.9%		6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages		235 133	255 787	283 393	314 683	328 903	348 227	348 227	372 798	395 166
Pension and UIF Contributions		4 317	4 765	5 366	5 402	5 609	5 967	5 967	6 362	6 744
Medical Aid Contributions		16 418	19 205	22 237	29 186	29 429	31 430	31 430	33 357	35 358
Overtime		18 951	20 953	19 848	10 498	12 699	12 849	12 849	14 393	15 257
Performance Bonus		13 453	14 298	19 370	17 814	18 578	19 667	19 667	21 058	22 321
Motor Vehicle Allowance		13 773	15 667	16 156	14 601	14 894	15 767	15 767	16 881	17 894
Cellphone Allowance		94	100	112	129	130	139	139	147	156
Housing Allowances		13	11	6	7	6	7	7	7	8
Other benefits and allowances										
Payments in lieu of leave		4 862	1 433	3 287	4 798	4 496	4 964	4 964	5 315	5 634
Long service awards		3 546	3 275	3 142						
Post-retirement benefit obligations		5 221	7 164	9 991	10 380	8 823	9 340	9 340	10 001	10 601
Sub Total - Other Municipal Staff		315 782	342 659	382 907	407 497	423 566	448 356	448 356	480 318	509 138
% increase	4		8.5%	11.7%	6.4%	3.9%	5.9%		7.1%	6.0%
Total Parent Municipality		331 332	358 951	400 259	427 172	443 241	469 394	469 394	502 619	532 776
% increase	4		8.3%	11.5%	6.7%	3.8%	5.9%		7.1%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Mpumalanga: Emalahleni (Mp)(MP312) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		10 648			13 053	13 053	13 053	16 017	17 619	19 381
Pension and UIF Contributions		1 461			1 790	1 790	1 790	2 392	2 632	2 895
Medical Aid Contributions		475			581	581	581	711	783	861
Motor Vehicle Allowance		4 052			4 963	4 963	4 963	6 293	6 922	7 615
Cellphone Allowance		894			1 096	1 096	1 096	1 496	1 646	1 810
Housing Allowances		325			390	390	390	120	132	145
Other benefits and allowances										
Sub Total - Councillors		17 855			21 873	21 873	21 873	27 030	29 733	32 707
% increase	4		(100.0%)					23.6%	10.0%	10.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 979			6 100	6 100	6 100	7 305	8 036	8 839
Pension and UIF Contributions		925			1 133	1 133	1 133	1 254	1 379	1 517
Medical Aid Contributions		139			170	170	170	243	268	294
Overtime										
Performance Bonus								543	597	657
Motor Vehicle Allowance		882			1 081	1 081	1 081	4 561	5 017	5 518
Cellphone Allowance								157	173	190
Housing Allowances		10			12	12	12	34	38	41
Other benefits and allowances		143			175	175	175	27	29	32
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 077			8 670	8 670	8 670	14 124	15 536	17 090
% increase	4		(100.0%)					62.9%	10.0%	10.0%
Other Municipal Staff										
Basic Salaries and Wages		231 618			283 742	283 742	283 742	362 449	398 694	438 564
Pension and UIF Contributions		51 939			63 627	63 627	63 627	81 533	89 686	98 654
Medical Aid Contributions		29 940			36 677	36 677	36 677	43 317	47 649	52 413
Overtime		12 680			15 534	15 534	15 534	47 924	52 716	57 988
Performance Bonus										
Motor Vehicle Allowance		8 299			10 166	10 166	10 166	35 285	38 814	42 695
Cellphone Allowance		502			615	615	615	1 964	2 160	2 376
Housing Allowances		3 100			3 797	3 797	3 797	3 430	3 773	4 150
Other benefits and allowances		21 878			26 802	26 802	26 802	60 533	66 586	73 245
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		359 955			440 960	440 960	440 960	636 434	700 078	770 085
% increase	4		(100.0%)					44.3%	10.0%	10.0%
Total Parent Municipality		384 887			471 503	471 503	471 503	677 588	745 347	819 882
% increase	4		(100.0%)					43.7%	10.0%	10.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		384 887			471 503	471 503	471 503	677 588	745 347	819 882
% increase	4		(100.0%)					43.7%	10.0%	10.0%
TOTAL MANAGERS AND STAFF	5	367 032			449 630	449 630	449 630	650 558	715 614	787 175

Mpumalanga: Steve Tshwete(MP313) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 629	10 753	11 393	12 292	12 292	12 292	13 114	13 271	14 213
Pension and UIF Contributions		576	754	651	770	770	770	828	895	954
Medical Aid Contributions		170	422	448	493	493	493	530	572	610
Motor Vehicle Allowance		3 476	3 749	4 009	4 518	4 518	4 518	4 857	5 246	5 592
Cellphone Allowance		761	1 411	1 393	1 625	1 525	1 525	1 747	1 886	2 011
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 613	17 088	17 894	19 698	19 598	19 598	21 076	21 870	23 379
% increase	4		16.9%	4.7%	10.1%	(0.5%)		7.5%	3.8%	6.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 643	4 961	4 328	6 281	6 281	6 281	6 528	6 985	7 474
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				701	998	998	998	1 009	1 085	1 172
Motor Vehicle Allowance		504	810	676	980	980	980	681	732	791
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 147	5 771	5 705	8 259	8 259	8 259	8 218	8 802	9 436
% increase	4		39.2%	(1.1%)	44.8%			(0.5%)	7.1%	7.2%
Other Municipal Staff										
Basic Salaries and Wages		200 047	197 457	206 526	242 841	242 841	242 841	260 150	280 225	299 887
Pension and UIF Contributions		29 061	35 827	38 434	45 131	45 131	45 131	47 395	50 710	54 474
Medical Aid Contributions		11 970	14 784	16 491	19 054	19 054	19 054	20 600	22 223	23 712
Overtime		37 617	47 943	56 312	58 680	58 680	58 680	63 087	67 516	71 915
Performance Bonus					3 372	3 372	3 372	860	1 080	1 128
Motor Vehicle Allowance										
Cellphone Allowance		300	503	526	669	669	669	704	758	806
Housing Allowances		1 647	1 565	1 647	1 834	1 834	1 834	4 753	5 050	5 363
Other benefits and allowances		4 283	4 867	5 208	5 822	5 822	5 822	6 351	6 868	7 409
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		284 924	302 945	325 143	377 403	377 403	377 403	403 899	434 431	464 694
% increase	4		6.3%	7.3%	16.1%			7.0%	7.6%	7.0%
Total Parent Municipality		303 684	325 804	348 741	405 361	405 261	405 261	433 193	465 103	497 509
% increase	4		7.3%	7.0%	16.2%			6.9%	7.4%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		303 684	325 804	348 741	405 361	405 261	405 261	433 193	465 103	497 509
% increase	4		7.3%	7.0%	16.2%			6.9%	7.4%	7.0%
TOTAL MANAGERS AND STAFF	5	289 071	308 717	330 847	385 662	385 662	385 662	412 117	443 233	474 130

Mpumalanga: City of Mbombela(MP326) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								19 098	20 282	21 479
Pension and UIF Contributions								2 866	3 044	3 224
Medical Aid Contributions								564	599	635
Motor Vehicle Allowance								7 095	7 535	7 979
Cellphone Allowance								1 742	1 850	1 959
Housing Allowances										
Other benefits and allowances								92	98	103
Sub Total - Councillors								31 457	33 408	35 379
% increase	4								6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages								5 452	5 833	6 242
Pension and UIF Contributions								1 046	1 119	1 197
Medical Aid Contributions								133	142	152
Overtime										
Performance Bonus										
Motor Vehicle Allowance								862	922	986
Cellphone Allowance								158	169	181
Housing Allowances										
Other benefits and allowances								30	32	34
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								7 680	8 217	8 793
% increase	4								7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages								349 627	374 812	400 668
Pension and UIF Contributions								70 756	75 853	81 086
Medical Aid Contributions								28 405	30 451	32 552
Overtime								40 324	43 227	46 210
Performance Bonus										
Motor Vehicle Allowance								29 148	31 248	33 404
Cellphone Allowance								2 758	2 957	3 161
Housing Allowances								8 252	8 846	9 456
Other benefits and allowances								18 133	19 438	20 780
Payments in lieu of leave								1 663	1 783	1 906
Long service awards								4 775	5 119	5 472
Post-retirement benefit obligations								9 629	10 323	11 035
Sub Total - Other Municipal Staff								563 471	604 056	645 728
% increase	4								7.2%	6.9%
Total Parent Municipality								602 608	645 681	689 899
% increase	4								7.1%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								602 608	645 681	689 899
% increase	4								7.1%	6.8%
TOTAL MANAGERS AND STAFF	5							571 151	612 274	654 520

Northern Cape: Sol Plaatje(NC091) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		17 243	12 114	13 557	19 580	14 442	14 442	21 540	22 940	24 316
Pension and UIF Contributions			797	599		660	660			
Medical Aid Contributions			460	494		570	570			
Motor Vehicle Allowance			3 554	3 663		3 816	3 816			
Cellphone Allowance			1 534	1 528		1 513	1 513	1 773	1 888	2 001
Housing Allowances										
Other benefits and allowances					1 785	365	365			
Sub Total - Councillors		17 243	18 459	19 841	21 365	21 365	21 365	23 312	24 828	26 317
% increase	4		7.1%	7.5%	7.7%			9.1%	6.5%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 189	5 130	5 157	8 595	10 513	10 513	6 473	6 864	7 190
Pension and UIF Contributions		790	815	840	1 540	1 118	1 118	994	1 050	1 105
Medical Aid Contributions		208	192	188	214	100	100	126	133	140
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 793	2 008	1 702	2 482	1 805	1 805	1 715	1 814	1 910
Cellphone Allowance			102	102		202	202	178	188	198
Housing Allowances		61	55	55	43	17	17	34	36	37
Other benefits and allowances		599	309	333	1 022	45	45	948	1 000	1 000
Payments in lieu of leave			74	80		60	60	63	66	70
Long service awards			29	29		35	35	9	10	11
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 639	8 713	8 487	13 896	13 896	13 896	10 539	11 162	11 661
% increase	4		0.9%	(2.6%)	63.7%			(24.2%)	5.9%	4.5%
Other Municipal Staff										
Basic Salaries and Wages		230 550	249 375	268 932	316 508	333 798	333 798	345 992	366 150	386 065
Pension and UIF Contributions		35 642	55 411	34 110	51 332	46 761	46 761	55 535	58 767	61 955
Medical Aid Contributions		30 509	29 797	33 539	39 250	31 240	31 240	42 970	45 481	47 959
Overtime		18 532	21 433	24 635	17 635	17 635	17 635	22 845	23 691	24 960
Performance Bonus										
Motor Vehicle Allowance		25 794	28 851	37 074	37 205	32 864	32 864	39 859	42 123	44 333
Cellphone Allowance						1 090	1 090	1 253	1 326	1 397
Housing Allowances		1 867	1 615	1 804	1 926	2 532	2 532	2 825	2 989	3 151
Other benefits and allowances		41 537	40 979	43 182	54 196	60 472	60 472	56 647	59 133	61 649
Payments in lieu of leave			8 664	9 321	10 000	6 322	6 322	11 500	12 190	12 860
Long service awards		8 411	9 075	9 778	12 411	12 077	12 077	13 315	14 088	14 852
Post-retirement benefit obligations		33 947	21 669	(7 561)	42 894	42 894	42 894	41 061	45 424	48 621
Sub Total - Other Municipal Staff		426 789	466 870	454 814	583 358	587 684	587 684	633 801	671 363	707 802
% increase	4		9.4%	(2.6%)	28.3%	0.7%		7.8%	5.9%	5.4%
Total Parent Municipality		452 671	494 042	483 142	618 619	622 945	622 945	667 652	707 352	745 780
% increase	4		9.1%	(2.2%)	28.0%	0.7%		7.2%	5.9%	5.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		452 671	494 042	483 142	618 619	622 945	622 945	667 652	707 352	745 780
% increase	4		9.1%	(2.2%)	28.0%	0.7%		7.2%	5.9%	5.4%
TOTAL MANAGERS AND STAFF	5	435 428	475 583	463 301	597 254	601 580	601 580	644 340	682 524	719 462

North West: Madibeng(NW372) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		11 132	13 132		12 672	12 672	12 672	17 995	19 313	20 560
Pension and UIF Contributions		1 581	2 381	1 463	1 373	1 373	1 373	1 447	1 537	1 627
Medical Aid Contributions		1 244	1 244	675	634	634	634	2 814	2 988	3 165
Motor Vehicle Allowance		4 454	5 454	5 066	4 752	4 752	4 752	5 409	5 744	6 083
Cellphone Allowance		968	1 677	1 351	1 267	1 267	1 267	1 336	1 418	1 502
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		19 378	23 887	8 555	20 698	20 698	20 698	29 000	31 000	32 937
% increase	4		23.3%	(64.2%)	141.9%			40.1%	6.9%	6.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 950	6 424	6 696	5 474	5 474	5 474	7 867	8 355	8 848
Pension and UIF Contributions		950	1 986	1 473	1 067	1 067	1 067	1 599	1 698	1 798
Medical Aid Contributions		260	527	485	301	301	301	640	679	719
Overtime										
Performance Bonus										
Motor Vehicle Allowance		38	42	49	48	48	48	51	54	57
Cellphone Allowance		50	70	72	74	74	74	79	84	89
Housing Allowances		348	1 200	1 941	411	411	411	1 504	1 597	1 691
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 596	10 249	10 716	7 374	7 374	7 374	11 739	12 467	13 202
% increase	4		55.4%	4.6%	(31.2%)			59.2%	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		150 819	172 275	174 239	151 556	151 556	151 556	230 619	249 302	264 246
Pension and UIF Contributions		31 633	41 376	48 825	29 819	29 819	29 819	51 787	55 205	58 462
Medical Aid Contributions		19 518	21 139	23 941	14 914	14 914	14 914	20 898	22 277	23 592
Overtime		6 906	27 639	31 843	17 683	17 683	17 683	25 850	27 556	29 182
Performance Bonus										
Motor Vehicle Allowance		11 382	16 087	17 687	11 804	11 804	11 804	16 583	17 678	18 720
Cellphone Allowance		2 186	2 186	280	159	159	159	400	426	452
Housing Allowances		1 691	1 079	1 195	864	864	864	1 921	2 048	2 168
Other benefits and allowances				20 220						
Payments in lieu of leave		2 858	10 748	7 571	3 643	3 643	3 643	10 884	11 602	12 286
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		226 993	292 527	325 801	230 441	230 441	230 441	358 941	386 093	409 108
% increase	4		28.9%	11.4%	(29.3%)			55.8%	7.6%	6.0%
Total Parent Municipality		252 967	326 663	345 073	258 513	258 513	258 513	399 680	429 560	455 248
% increase	4		29.1%	5.6%	(25.1%)			54.6%	7.5%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		252 967	326 663	345 073	258 513	258 513	258 513	399 680	429 560	455 248
% increase	4		29.1%	5.6%	(25.1%)			54.6%	7.5%	6.0%
TOTAL MANAGERS AND STAFF	5	233 589	302 776	336 518	237 815	237 815	237 815	370 680	398 560	422 311

North West: Rustenburg(NW373) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		12 802	27 181	16 987	20 142	21 142	21 142	22 999	24 178	25 365
Pension and UIF Contributions		2 267	2 524	2 670	2 220	2 220	2 220	2 264	2 398	2 532
Medical Aid Contributions		1 385	1 383	1 477	674	674	674	670	709	749
Motor Vehicle Allowance		5 273	6 089	6 442	3 325	3 435	3 435	3 085	3 267	3 450
Cellphone Allowance		1 018	1 124	1 189	1 716	1 716	1 716	1 704	1 805	1 906
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		22 746	38 303	28 766	28 076	29 186	29 186	30 722	32 357	34 003
% increase	4		68.4%	(24.9%)	(2.4%)	4.0%		5.3%	5.3%	5.1%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 258	9 915	10 783	11 565	11 565	11 565	12 192	13 261	14 404
Pension and UIF Contributions		1 179	964	917	970	970	970	1 038	1 111	1 188
Medical Aid Contributions			331	128	136	136	136	145	155	166
Overtime										
Performance Bonus										
Motor Vehicle Allowance		2 102	980	962	1 018	1 018	1 018	1 167	1 230	1 297
Cellphone Allowance										
Housing Allowances		12	38	36	38	38	38	41	44	47
Other benefits and allowances				140	148	148	148	159	170	182
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		11 552	12 229	12 966	13 875	13 875	13 875	14 741	15 970	17 284
% increase	4		5.9%	6.0%	7.0%			6.2%	8.3%	8.2%
Other Municipal Staff										
Basic Salaries and Wages		298 088	351 788	365 947	371 171	386 304	386 304	402 693	424 190	446 745
Pension and UIF Contributions		47 457	68 758	59 438	63 059	63 912	63 912	66 235	69 795	73 648
Medical Aid Contributions		10 894	25 540	26 927	30 083	31 041	31 041	31 378	33 212	35 051
Overtime		2 212	21 691	26 901	29 497	32 659	32 659	27 843	29 357	30 947
Performance Bonus		23 685	225	240						
Motor Vehicle Allowance		162	13 225	15 480	14 923	16 137	16 137	15 499	16 342	17 227
Cellphone Allowance		86	310	92	91	91	91	87	92	97
Housing Allowances		2 010	1 691	1 316	1 387	4 062	4 062	6 658	7 019	7 399
Other benefits and allowances		16 131	10 714	2 476	2 704	3 532	3 532	12 755	13 446	14 172
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		400 724	493 942	498 817	512 916	537 738	537 738	563 148	593 453	625 286
% increase	4		23.3%	1.0%	2.8%	4.8%		4.7%	5.4%	5.4%
Total Parent Municipality		435 021	544 473	540 549	554 867	580 799	580 799	608 611	641 780	676 572
% increase	4		25.2%	(0.7%)	2.6%	4.7%		4.8%	5.4%	5.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		435 021	544 473	540 549	554 867	580 799	580 799	608 611	641 780	676 572
% increase	4		25.2%	(0.7%)	2.6%	4.7%		4.8%	5.4%	5.4%
TOTAL MANAGERS AND STAFF	5	412 275	506 171	511 783	526 791	551 613	551 613	577 889	609 423	642 569

North West: City Of Matlosana(NW403) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		19 427	20 850	20 458	21 421	21 421	21 421	25 138	26 697	28 272
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		19 427	20 850	20 458	21 421	21 421	21 421	25 138	26 697	28 272
% increase	4		7.3%	(1.9%)	4.7%			17.4%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 743	10 206	9 706	7 878	7 878	7 878	8 961	9 678	10 452
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 743	10 206	9 706	7 878	7 878	7 878	8 961	9 678	10 452
% increase	4		51.3%	(4.9%)	(18.8%)			13.7%	8.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		264 720	269 540	277 822	304 130	302 687	302 687	335 809	366 146	387 749
Pension and UIF Contributions		57 007	59 912	61 759	71 223	67 896	67 896	70 715	75 099	79 530
Medical Aid Contributions		39 097	33 306	54 123	30 473	29 000	29 000	27 947	29 680	31 431
Overtime		23 192	28 953	29 869	20 184	25 699	25 699	19 451	20 657	21 875
Performance Bonus										
Motor Vehicle Allowance		3 117	6 169	6 883	7 007	6 913	6 913	7 391	7 850	8 313
Cellphone Allowance				577	640	640	640	647	687	728
Housing Allowances		1 414	1 283	1 387	1 811	2 043	2 043	1 827	1 940	2 055
Other benefits and allowances		44 144	52 469	28 126	40 726	39 646	39 646	39 585	34 141	36 155
Payments in lieu of leave			3 669	3 735	4 032	4 032	4 032	4 132	4 388	4 647
Long service awards		6 017	3 110	4 454						
Post-retirement benefit obligations					11 000	11 000	11 000	11 000	11 682	12 371
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		26 171	31 056	30 164	29 300	29 300	29 300	34 099	36 374	38 724
% increase	4		18.7%	(2.9%)	(2.9%)			16.4%	6.7%	6.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		26 171	31 056	30 164	29 300	29 300	29 300	34 099	36 374	38 724
% increase	4		18.7%	(2.9%)	(2.9%)			16.4%	6.7%	6.5%
TOTAL MANAGERS AND STAFF	5	6 743	10 206	9 706	7 878	7 878	7 878	8 961	9 678	10 452

North West: Tlokwe-Ventersdorp(NW405) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Western Cape: Drakenstein(WC023) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 009	13 300	13 868	19 984	19 984	19 984	22 414	23 983	25 662
Pension and UIF Contributions		1 298	1 470	1 608						
Medical Aid Contributions		118	124	177						
Motor Vehicle Allowance		2 030	2 233	2 713						
Cellphone Allowance		859	1 323	1 323	1 362	1 362	1 362	1 553	1 662	1 778
Housing Allowances				286						
Other benefits and allowances		326	295							
Sub Total - Councillors		17 641	18 745	19 976	21 346	21 346	21 346	23 967	25 645	27 440
% increase	4		6.3%	6.6%	6.9%			12.3%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 051	6 711	7 541	8 878	8 878	8 878	9 455	10 117	10 825
Pension and UIF Contributions		258	239	252						
Medical Aid Contributions										
Overtime										
Performance Bonus		181								
Motor Vehicle Allowance		577	363	407						
Cellphone Allowance		1	26	42						
Housing Allowances		32								
Other benefits and allowances			95	233						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 101	7 435	8 476	8 878	8 878	8 878	9 455	10 117	10 825
% increase	4		21.9%	14.0%	4.7%			6.5%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		232 791	236 944	269 414	278 896	266 872	266 872	298 943	331 515	368 894
Pension and UIF Contributions		40 477	39 872	40 184	46 417	46 173	46 173	49 622	53 617	57 933
Medical Aid Contributions		18 685	24 545	21 206	15 634	16 052	16 052	17 626	19 388	21 327
Overtime		16 427	18 980	21 065	22 811	23 956	23 956	25 811	27 889	30 134
Performance Bonus		(234)	868	1 177	1 228	1 275	1 275	1 358	1 451	1 549
Motor Vehicle Allowance		5 583	6 299	8 915	9 623	11 822	11 822	12 398	13 126	13 897
Cellphone Allowance		142	290	547	756	768	768	815	864	915
Housing Allowances		2 009	1 899	2 105	2 122	3 145	3 145	3 384	3 580	3 787
Other benefits and allowances		9 545	15 072	13 490	35 660	34 344	34 344	37 023	40 004	43 224
Payments in lieu of leave		4 752	3 246	4 997						
Long service awards				4 031	4 877	5 257	5 257	5 521	5 521	5 521
Post-retirement benefit obligations		5 451	12 941	16 870	14 604	14 678	14 678	15 695	16 768	17 919
Sub Total - Other Municipal Staff		335 629	360 954	404 000	432 627	424 341	424 341	468 197	513 723	565 101
% increase	4		7.5%	11.9%	7.1%	(1.9%)		10.3%	9.7%	10.0%
Total Parent Municipality		359 371	387 134	432 452	462 851	454 565	454 565	501 619	549 484	603 366
% increase	4		7.7%	11.7%	7.0%	(1.8%)		10.4%	9.5%	9.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		359 371	387 134	432 452	462 851	454 565	454 565	501 619	549 484	603 366
% increase	4		7.7%	11.7%	7.0%	(1.8%)		10.4%	9.5%	9.8%
TOTAL MANAGERS AND STAFF	5	341 730	368 389	412 476	441 504	433 219	433 219	477 652	523 839	575 926

Western Cape: Stellenbosch(WC024) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		8 576	9 042	9 628	10 668	10 668	10 668	11 308	11 986	12 705
Pension and UIF Contributions		503	565	257	911	911	911	965	1 023	1 085
Medical Aid Contributions		116	180	244	122	122	122	129	137	145
Motor Vehicle Allowance		3 065	3 250	3 408	3 601	3 601	3 601	3 817	4 046	4 288
Cellphone Allowance		616	896	895	762	762	762	808	856	908
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		12 877	13 933	14 431	16 063	16 063	16 063	17 027	18 048	19 131
% increase	4		8.2%	3.6%	11.3%			6.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 480	5 904	6 412	7 803	7 803	7 803	7 899	8 316	8 815
Pension and UIF Contributions		797	891	746	331	331	331	638	676	717
Medical Aid Contributions		94	142		151	151	151	50	53	56
Overtime										
Performance Bonus		127			465	465	465	299		
Motor Vehicle Allowance		371	419	771	391	391	391	784	831	881
Cellphone Allowance		54	55	55	62	62	62	46	49	51
Housing Allowances										
Other benefits and allowances					73	73	73	34	36	38
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 925	7 411	7 983	9 278	9 278	9 278	9 749	9 961	10 559
% increase	4		7.0%	7.7%	16.2%			5.1%	2.2%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		148 922	161 452	181 827	226 423	226 423	226 423	241 278	259 870	279 486
Pension and UIF Contributions		28 369	29 312	32 273	37 744	37 744	37 744	45 391	48 796	52 455
Medical Aid Contributions		12 563	13 739	15 303	18 129	18 129	18 129	22 289	23 850	25 520
Overtime		10 614	12 319	15 993	12 674	12 674	12 674	13 055	13 969	14 947
Performance Bonus										
Motor Vehicle Allowance		8 067	9 181	9 453	9 919	9 919	9 919	15 198	16 270	17 417
Cellphone Allowance		506	551	594	585	585	585	838	897	960
Housing Allowances		1 325	1 265	1 384	1 870	1 870	1 870	2 774	2 968	3 176
Other benefits and allowances		26 206	47 702	49 008	34 219	34 219	34 219	46 743	50 117	53 735
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		236 572	275 521	305 836	341 564	341 564	341 564	387 565	416 737	447 697
% increase	4		16.5%	11.0%	11.7%			13.5%	7.5%	7.4%
Total Parent Municipality		256 374	296 866	328 250	366 905	366 905	366 905	414 341	444 746	477 387
% increase	4		15.8%	10.6%	11.8%			12.9%	7.3%	7.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		256 374	296 866	328 250	366 905	366 905	366 905	414 341	444 746	477 387
% increase	4		15.8%	10.6%	11.8%			12.9%	7.3%	7.3%
TOTAL MANAGERS AND STAFF	5	243 497	282 933	313 819	350 842	350 842	350 842	397 314	426 698	458 256

Western Cape: George(WC044) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 534	10 071	10 829	13 148	13 148	13 148	13 895	14 729	15 612
Pension and UIF Contributions		764	734	766	835	835	835	828	850	870
Medical Aid Contributions		161	215	264	154	154	154	300	320	340
Motor Vehicle Allowance		3 393	3 534	3 796	4 414	4 414	4 414	4 632	4 910	5 204
Cellphone Allowance		696	1 020	1 023	900	900	900	1 106	1 172	1 243
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 548	15 574	16 678	19 452	19 452	19 452	20 761	21 981	23 269
% increase	4		7.1%	7.1%	16.6%			6.7%	5.9%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 273	9 053	10 586	11 550	11 550	11 550	11 809	12 636	13 521
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		325		(44)						
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 598	9 053	10 543	11 550	11 550	11 550	11 809	12 636	13 521
% increase	4		5.3%	16.5%	9.6%			2.2%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		154 167	178 921	205 422	231 715	241 443	241 443	253 376	276 071	294 943
Pension and UIF Contributions		25 633	30 350	30 204	34 771	34 771	34 771	41 779	44 686	47 806
Medical Aid Contributions		10 539	12 471	13 950	15 591	15 591	15 591	16 149	21 560	23 069
Overtime		18 148	24 240	20 891	15 595	19 460	19 460	20 644	21 982	2 116
Performance Bonus										
Motor Vehicle Allowance		10 482	11 295	12 472	12 686	14 203	14 203	14 537	15 555	16 644
Cellphone Allowance		721	844	924	813	841	841	905	968	1 036
Housing Allowances		1 255	1 135	1 140	1 075	1 075	1 075	1 760	3 761	4 025
Other benefits and allowances		6 296	6 428	7 473	2 906	11 694	11 694	14 248	14 775	36 680
Payments in lieu of leave		15 840	15 921	17 496	18 162	18 162	18 162	20 128	21 538	23 046
Long service awards		1 006	1 676	1 454	1 975	1 975	1 975	1 883	1 649	2 629
Post-retirement benefit obligations		16 648	19 804	23 957		20 463	20 463	20 463	21 860	23 391
Sub Total - Other Municipal Staff		260 735	303 087	335 384	335 290	379 680	379 680	405 871	444 404	475 384
% increase	4		16.2%	10.7%		13.2%		6.9%	9.5%	7.0%
Total Parent Municipality		283 880	327 714	362 605	366 292	410 681	410 681	438 442	479 021	512 174
% increase	4		15.4%	10.6%	1.0%	12.1%		6.8%	9.3%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		283 880	327 714	362 605	366 292	410 681	410 681	438 442	479 021	512 174
% increase	4		15.4%	10.6%	1.0%	12.1%		6.8%	9.3%	6.9%
TOTAL MANAGERS AND STAFF	5	269 333	312 140	345 927	346 840	391 230	391 230	417 681	457 040	488 905